

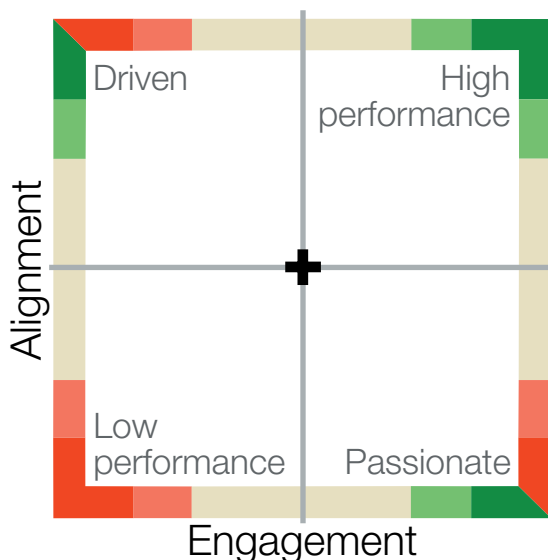
Alignment and Engagement Survey

“ Insync Surveys’ Alignment and Engagement Survey can help improve your organisation’s effectiveness. The two greatest drivers of high performance are alignment and engagement. The survey helps you to focus on one or both of these concepts and choose the best levers to improve results. ”

Insync Surveys’ Alignment and Engagement Survey can help improve your organisation’s effectiveness. A wealth of academic evidence shows that the two greatest drivers of high performance are alignment and engagement. The survey helps you to focus on one or both of these concepts and choose the best levers to improve results.

About the survey

The Alignment and Engagement Survey is founded on advanced academic and statistical research such as Weiss and Molinaro’s (2005) model of alignment and engagement. The survey measures 10 alignment and engagement factors that fall under the headings Energise, Execute and Engage. These factors, proven by research to be ingredients for success, show you whether day-to-day operations are **aligned** with strategic goals and/or whether employees are **engaged**. High alignment and high engagement lead to sustainable high performance.



Ten ingredients for success

Energise

- Long term direction
- Senior leadership

Execute

- Team leadership
- Team effectiveness
- Accountability culture
- Performance culture
- Investment in people
- Investment in systems
- External focus

Engage

- Engagement

The survey is completed by all employees and takes about 15 minutes. The results are benchmarked against Insync Surveys’ extensive database.

Why use the survey

The Alignment and Engagement Survey reveals the shortest path to sustainable high performance, including:

- whether engagement or alignment is a higher priority to effect change
- pockets of best practice to be celebrated
- specific areas for improvement, whether it be a particular department, location or role
- what to measure in the future
- clear and concise information that empowers you to drive strategic change, and
- benchmarked results that show whether problem areas are industry-wide or specific to your organisation.

What you can expect

An experienced consultant will work with your organisation from start to finish, providing support and best practice knowledge to ensure your survey is a success. They will personally conduct debriefs and give insights based on their technical and industry experience.

Your organisation's results are presented in a clear and concise report with traffic light colours as one of the key features. This simple snapshot can move your executive team from blamestorming to brainstorming.

Energise	Long term direction	48%
	Senior leadership	51%
Execute	Team leadership	65%
	Team effectiveness	57%
	Accountability culture	66%
	Performance culture	62%
	Investment in people	46%
	Investment in systems	53%
	External focus	45%
Alignment		54%
Engage	Engagement	64%

About Insync Surveys

With offices in Melbourne and Sydney, we specialise in employee, customer, board and other stakeholder surveys backed by consulting. Our registered psychologists and research experts help organisations become more effective.

We co-founded the Dream Employers Survey and have worked with some of the largest organisations in Asia Pacific, including: Cathay Pacific, Toll, Medibank Private, WorleyParsons, Fairfax Digital, Mission Australia, the Australian Curriculum, Assessment and Reporting Authority, state government departments, many local councils and most university libraries. This broad experience allows us to benchmark your results.

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